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ABSTRACT

This report, the final publication of the Career Development Center (CDC), contains selected highlights of the transitional activities undertaken in 1981-82 by the CDC and the National Drug Abuse Center (NDAC). The theme of these activities has been "Capacity Building," defined as the ability of the states to continue and maintain the core of organizational capabilities necessary to maintain the quality substance abuse planning, training, and resource development programs formerly administered at the federal level by the National Training System components. Highlights of the activities of the four Regional Support Centers which phased out their operations in June 1982 are also included. The first section briefly reviews NDAC goals and programs, lists regional activity priorities, and reviews the American Indian Special Issues workshop; the centralized, training-of-trainer events; materials development; and the Network Strategy Task Force workshop. The contents of the National Guide to Educational Credit for Training Programs, and the annual evaluation and accreditation of educational programs dealing with drug abuse are detailed. Program highlights of the Western, the Central, the Southwest, and the Southeast Regional Support Centers are described in the final four sections, and focus on activities provided to each of the states in each region during the 1981-82 year. (WAS)

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DRUG PROGRAM REPORT

ED232102

The National Training System
A Year of Transition
1981 - 1982

Jerome A. Contee, Ph.D.
Editor

U.S. DEPARTMENT OF EDUCATION
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DEPARTMENT OF HEALTH AND HUMAN SERVICES
Public Health Service
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PREFACE

This Drug Program Report is the final publication effort under the current Career Development Center (CDC) contract which terminates on September 30, 1982. Following this date the CDC and the majority of the National Training System components will no longer function as service oriented resource units to the States.

Changes in Federal policy, reflected in the advent of block granting mechanisms to the States, have subsequently changed the nature of the Federal/State relationship in drug abuse prevention, treatment and training. One result of these policy changes has been the cessation of Federal and regional level skill and resource development activities traditionally performed by the National Training System. The States now have the primary responsibilities for substance abuse planning, training and resource development activities.

As a result of the new Federal policy mandate the National Training System planned a series of transitional activities for the 1981-82 program year. This Drug Program Report contains selected highlights of the transitional activities undertaken by the National Drug Abuse Center , and the Career Development Center. It also highlights the activities of the four Regional Support Centers that phased out their operations in June 1982.

The theme of these transitional activities has been "Capacity Building" which has been defined as the ability of the States to continue and maintain the core of organizational capabilities necessary for the maintenance of quality programs in the face of a diminished Federal presence. As this Drug Program Report indicates, the National Training System components have bequeathed to the States a legacy of training, research and service efforts that will sustain them in their future endeavors.

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FROM THE EDITOR

THE NATIONAL DRUG ABUSE CENTER: FOSTERING SERVICE CONTINUITY WITHIN THE STATES

The National Drug Abuse Center (NDAC) has traditionally functioned as the hub of the National Training System (NTS). In 1972 the Federal Government, through Public Law 92-255, mandated the establishment of a National Drug Abuse Training Center. It's goals were "to develop, conduct and support a full range of training functions for Federal, State and local Government agencies, medical and paramedical personnel educators, and other persons, including drug dependent persons who require training or education in drug abuse prevention, treatment and rehabilitation methods and techniques."

From it's earliest days NDAC has provided workshops, training materials, course development, technical assistance, publications and the transfer of technology to all the States and the NTS components. The development of courses and training materials has been a particular emphasis of the National Drug Abuse Center. NDAC courses or adaptations of NDAC courses have been widely used by the States, treatment programs and academic institutions. NDAC has also provided leadership in the area of modifying training materials to account for geographic, cultural and ethnic differences.

As the hub of the NTS, the National Drug Abuse Center must continually interact with the Career Development Center (CDC), the State Training Support Program and the Regional Support Centers. For example, in collaboration with the Career Development Center, NDAC has successfully received credit recommendations for its courses from the American Council on Education. Likewise, NDAC continually disseminates courses and training materials to the States through the State Training Support Program. In the area of training, NDAC has sponsored regional training events with the Regional Support Centers.

For the 1981-82 program year, NDAC was given a special charge. NDAC was to assist the States in maximizing their ability to maintain essential training activities in the face of a reduced Federal presence. The charge was termed "Capacity Building." The following are some of the major "Capacity Building" services that were performed by the National Drug Abuse Center.

Region - Specific Training Assistance

During the 1982 National Training System Staff Development Workshop, NDAC staff conducted regional planning meetings with the Regional Support Centers. The following priorities and strategies were identified for each region.

Northeast Region

The following activities were listed as important priorities:

- The development of a list of certified trainers by State; also the development of a list of universities and colleges that offer credit for NDAC courses
- The development of a formal networking mechanism for interaction between the States and the American Indian Advisory Group
- The initiation of discussions with SSA Directors concerning the possibility of bartering training and other resources
- The exploration of strategies at the State and local level for obtaining political and financial support

Central Region

The following activities were listed as important priorities:

- The development of a listing of colleges and universities that award credit for substance abuse training
- The development of strategies and techniques for accessing private sector funding and Federal block grant funding
- The convening of a two day workshop for States in the Region on the topic of Academic Linkages. A major goal will be to identify training resources within institutions of higher education
- Attendance by State representatives at the four day program on funding sources and procedures to be hosted by the Ohio Drug Studies Institute

Western Region

The following activities were listed as important priorities:

- The need to explore the traditional justice-treatment interface efforts of the western States and develop some strategies for working with

autonomous tribal justice systems. It was proposed that NDAC sponsor a technical assistance event to explore ways of dealing with the problem. The meeting would include Native Alaskan representatives, members of the American Indian Advisory Group for the Western Region, representatives from the National Institute on Drug Abuse and a representative of the Nevada judicial system

Southwest Region

The following activities wer listed as important priorities:

- o The convening of the networking task force either in Kansas City or Columbia, Missouri for a two day period in April
- o Regional Support Center sponsorship of an academic linkage workshop in April 1982 for State representatives
- o A presentation on the Missouri Networking System at the Staff Development Workshop
- o The convening of a meeting that will focus upon ways of ensuring that multicultural training needs are addressed adequately by whatever networking strategies evolve

Southeast Region

The following activities were listed as important priorities:

- o Convene a region wide Minorities and Special Populations Task Force. The goal is to develop a mechanism for ensuring continued special populations input into State training activities. Each State would be asked to recommend a member for the Task Force. An American Indian Advisory Group representative would also serve on the Task Force
- o Expansion of the planned regional academic linkage conference into a major institutional and systems linkage conference

The American Indian Special Issues Workshop

On April 26-28, 1982, the National Drug Abuse Center sponsored a Special Issues Workshop in support of NIDA's American Indian Initiative. The meeting was held at the Howard University Counseling Center in Washington, D.C. The purpose of the meeting was to develop a strategy for establishing a functioning network within the American Indian substance abuse community in order to ensure the continued provision of services and manpower development functions to Indian substance abuse professionals.

The following individuals participated in the Workshop:

American Indian Advisory Group Chairpersons:
Robert Cloud North, Southeast Region
Jay Whitecrow, Southwest Region
Robert Summers, Western Region
Wanda Frogg, Central Region
Linda Bordeau for Mary Big Horse, Northeast Region

Sue Vande Venter
Great Lakes Inter-Tribal Council, Inc.

Barbara Aragon
American Indian Training Institute, Inc.

Susan Freedman
Native American Rights Fund

W. S. Hanna
Indian Health Service
Office of Mental Health Programs

Al Pooley
National Indian Board of Alcoholism and Drug Abuse

Sandra Spaulding
Administration of Native Americans, HHS

Margaret Peake Raymond
National Advisory Council on Drug Abuse

Anita Chidichimo Snow
Associate Director
Center for Multi-Cultural Awareness
(was facilitator for the meeting)

As a part of the meeting agenda, the participants visited the NIDA offices and met with Dr. Pollin, Director of the Institute and Dr. Mayer, Administrator of ADAMHA.

As a result of the Special Issues Workshop, it was agreed that American Indian Advisory Group members would remain in contact with a variety of related organizations, including:

- o The Multi-Cultural Awareness work group working with the Prevention Branch
- o NIDA's National Advisory Council Ad Hoc/Advisory Committee on Ethnic and Minority Concerns
- o The National Federation of Parents for Drug Free Youth

- The National Association of Alcohol and Drug Abuse Professionals
- The National Association of State Alcohol and Drug Abuse Directors
- The National Indian Health Board
- The Drug and Alcohol Committee of the National Congress of American Indians
- The American Indian Physicians Association
- Local Indian organizations and agencies;
  Tribal Council Chairpersons and members,
  Inter Tribal Councils,
  Urban Indian Organizations
- The American Indian Health Care Association

The Centralized Training of Trainers Events

During the 1982 program year the National Drug Abuse Center supported five Training of Trainer events in conjunction with the Regional Support Centers. In total, more than one hundred individuals were trained at these events. Each region offered the following courses in the locations cited below.

Southeast Region - Atlanta, Georgia
- Clinical Supervision
- STSP/SPC Networking
- Curriculum Design/Course Management
- Strenthening the Circle

Northeast Region - New Haven, Connecticut
- Assessment Interviewing for Treatment Planning
- Family Counseling Phase II

Central Region - Chicago, Illinois
- Family Therapy - Combination Phase I and II
- Training of Trainers

Western Region - Boise, Idaho
- Kaleidoscope

Southwest Region - Kansas City, Kansas
- Training of Trainers
- Basic Management Skills
- Clinical Supervision

Materials Development

A supplement was added to the Training of Trainers (TOT) course. The supplement involved the adaptation of materials taken from an earlier TOT edition that addressed training course design. NDAC also revised four modules of the Basic Management Skills course. The names of the modules were "Fiscal Management," "Alternative Funding Strategies," "Personnel" and "Management Systems." The modules contain additional content reflecting the current needs of substance abuse program managers.

During the Staff Development Workshop (SDW) held in February 1982, the Materials Development Unit of NDAC worked with Dr. Jerome A. Contee, Director, Career Development Center, and Howard University to ensure the provision of Continuing Education units for SDW skill session participants. The Materials Development Unit also had lead responsibility for the following SDW sessions: Document Review, Network Formation Caucus, Trainer Skills Matrix, and Networking Strategy Task Force Meeting.

The Networking Strategy Task Force

During the 1982 NTS Staff Development Workshop the Networking Strategy Task Force was convened by NDAC. The major purpose of the meeting was to discuss the intent and scope of the Networking Strategy Manual. The National Institute on Drug Abuse views the manual as a important contribution to the field. The essence of the manual is to delineate the concepts and working principles of networking for the purpose of helping substance abuse managers strengthen and refine the NTS established State based network.

The refinement of the State based network is considered a critical task at this point in the history of the National Training System. In the fall of 1982 many of the NTS components will cease to exist; despite this fact there will still be a need for the sharing of information and resources. The development of new linkages and the strengthening of the existing network at the State level is viewed as the way to continue these activities. In particular, the State Training Support Programs are an existing and functioning network of fifty two State based training endeavors who collectively possess a tremendous reservoir of knowledge and resources.

The activities that have been highlighted are examples of the leadership role that the National Drug Abuse Center has played within the National Training System. Since the early 1970's NDAC has been an invaluable resource to the States. At some point in their career the majority of substance abuse personnel have undergone training in an NDAC developed course. Equally important NDAC sponsored workshops and task forces have been instrumental in setting the stage for the development of Federal policy concerning the treatment and prevention of drug abuse. NDAC's influence will be felt for many years to come.

THE NATIONAL TRAINING SYSTEM'S ANNUAL COURSE REVIEW

By Jerome A. Contee and Beverly L. Penn

A major Career Development Center task is the coordination of the Annual Course Review for the National Training System. Each year the Center accomplishes this task by collaboratively working with the American Council on Education to evaluate nationally developed as well as State developed courses. Since 1977 more than forty courses have been reviewed and granted credit recommendations through the collaborative efforts of CDC and the ACE Program on Noncollegiate Sponsored Instruction (PONSI). Credit recommendations are published in the PONSI document entitled The National Guide to Educational Credit for Training Programs.

The American Council on Education believes that all learners should receive formal recognition for their educational accomplishments including learning acquired outside the sponsorship of colleges and universities. The specific purpose of the Annual Course Review is to establish credit equivalencies for NTS courses which are organized learning experiences that are often offered outside of accredited postsecondary instituitions.

A major audience for the National Guide to Educational Credit for Training Programs is the collegiate community. The National Guide is designed to help institutions of higher education give appropriate recognition for learning attained outside their sponsorship. Specifically, the National Guide is intended for use in the academic counseling of students. The credit recommendations and course descriptions provide information for education officials to consider when students request credit for learning acquired in noncollegiate organizations.

In the National Guide courses are listed alphabetically by title under the name of the organization (Sponsor) that offers it. The sponsoring organization must be identified before a course can be located in the National Guide. Once the sponsoring organization has been identified there is an introductory statement that provides general information about the organization, its training activities, the source of official records of student performance in the courses and the program office to contact for additional information about courses. After the introductory statement each course exhibit provides the following information:

- Title - The name of the course and alternate course titles as used by the sponsoring organization are listed
- Course Number - The official course number as used by the sponsoring organization is listed
- Location - The site(s) where the course is offered is listed
- Length - The total number of contact hours and, when appropriate, the number of days or weeks required to complete the course
- Objective - The purpose for which the course is offered is listed
- Instruction - The major course topics are described. This section also lists the teaching methods, materials and equipment used
- Credit Recommendation - The category of credit, the number of semester hours recommended, the subject area(s) in which credit might be applied, and the Date the course was reviewed

The categories of credit include the following:

- Vocational Certificate
- Lower Division Baccalaureate/Associate Degree
- Upper Division Baccalaureate
- Graduate Degree

The 1982 Career Development Center Annual Course Review

In March of 1982 the CDC Director contacted the PONSI Program Director on behalf of the National Institute on Drug Abuse (NIDA) and requested that the annual course review process be set in motion, this included the setting of a specific date for the review. Next, a joint written request for course materials was sent to the States from the CDC and the Materials Development Advisory Group (MDAG).

The aim of this request was twofold; 1) appropriate courses for review were solicited; and 2) materials suitable for inclusion in the NIDA resource library were solicited. More than twenty courses were forwarded to the Career Development Center. Following the receipt of courses the

preliminary evaluation process was begun by the Career Development staff.

The preliminary evaluation process consisted of reviewing the documents based on stated PONSI criteria. The elements of the PONSI criteria included the following:

Eligibility

Organizations eligible to submit educational programs for review are non-collegiate institutions (such as private industry, governmental agencies, labor unions, and associations) whose primary focus is not education and which offer courses to their employees or members. Also eligible are nonprofit, industry-sponsored organizations whose primary or exclusive purpose is to provide occupationally oriented educational services to members or to employees of membership or sponsoring organizations.

Only educational programs or courses conducted on a formal basis and with official approval of the sponsoring organization are considered. Courses must be under the control of the sponsoring organization. Informal on-the-job training and job experience are not reviewed.

Documentation

Sponsoring organizations submit, in advance of the review, information concerning the administration of their educational programs. This information helps the Program determine whether the organization demonstrates sufficient stability and control to present its courses for review. Information submitted includes a description of the administration of the training program; procedures for selecting and evaluating instructional staff; procedures for ensuring consistent quality in programs delivered at multiple locations. This submission becomes part of the Program's permanent record on the sponsoring organization.

Each participating organization must maintain permanent and official records of students' participation and performance in any course which is reviewed. The sponsoring organization must demonstrate the capability to store and retrieve student records for the period covered by the credit recommendations.

For the evaluation of courses involving classroom instruction, the following information is submitted:

a. Course syllabus describing the objectives and content.
b. Instructional materials (textbooks, audiovisual materials, case studies, problems, etc) used for the course.
c. Required or suggested qualifications of course participants.
d. Qualifications of instructional staff.
e. Techniques (including samples, if available) used to evaluate student performance.
f. Duration of the course.

For courses and programs involving other instructional approaches, e.g., self-paced or independent study courses, some of the foregoing information is not appropriate to the process. However, appropriate and available items must be provided in sufficient detail to allow each course to be judged by the review team.

Once the preliminary evaluation process was completed the American Council on Education was notified that the CDC staff had engaged in a review of twenty courses. Fifteen of these courses were deemed suitable for review. The notification to ACE also included a detailed listing of the courses.

Upon receiving this information ACE began to solicit reviewers from postsecondary institutions, professional and educational associations, accrediting agencies and non-collegiate organizations. The formal training and the work related experiences of the reviewers had to match the content areas of the courses. It was also considered a plus if the reviewers possessed experience in post-secondary settings including knowledge of course development and curriculum design.

The American Council on Education, in collaboration with the Career Development Center, conducted the National Training System's Annual Course Review on June 30, 1982 at the Career Development Development Center. All fifteen of the courses presented this year were State developed.

While exercising their professional judgement to determine the credit recommendations, the review team considered the following factors among others:

The suject matter of a course, its level of difficulty, and its applicability to a range of postsecondary programs. These factors are of primary importance. Distinctive aspects of noncollegiate education, including the background and selection of both instructors and students, the duration of a course, ongoing application of classroom learning in the student's work, and motivational factors.

Duration and concentration of effort in relationship to the generally accepted practice for determining credit in postsecondary institutions. Normally, academic credit is assigned on the basis of one semester credit hour for each fifteen classroom contact hours plus thirty hours of outside preparation or equivalent; one semester credit hour for each thirty hours of laboratory work plus necessary outside preparation or equivalent; one semester credit hour for not less than forty five hours of shop instruction (contact hours or equivalent).

For independent study courses, the quality and technical merits of the examinations as measurement instruments, since the examination is the key element in assessing the learning outcomes of an independent study course.

Other factors included pre- and postcourse assignments, prior work-related experience, the concentrated nature of the learning experience, and course material reinforcement in the subsequent work setting. In three instances, the team clustered a group of two or more related courses which individually were too short to be eligible for review. Twelve of the fifteen courses presented received a credit recommendation.

The following factors were cited as reasons for failing to recommend credit for the remaining three courses:

- The courses were too limited in scope or too narrowly focused to be comparable to that in college programs
- The material presented in the courses was not comparable to the material found in courses offered by colleges and universities
- Adequate measures for evaluating student performance was lacking
- There was insufficient material for a thorough review

The Annual Course Review has proven itself to be an extremely beneficial procedure for the National Training System. The ACE credit recommendations have provided the NTS courses with an added degree of academic credibility. This credibility has been an important factor in the ability of trainees to negotiate credit awards. It has also greatly assisted State officials in their ability to negotiate collaborative training programs (Academic Linkages) with colleges and universities.

For information on the Annual Course Review process and the Program on Noncollegiate Sponsored Instruction please write to:

Ms. Sylvia Galloway
Program Director
Program on Noncollegiate
Sponsored Instruction
The American Council on
Education
One Dupont Circle
Washington, D.C. 20036
(202) 833-4920

WESTERN REGIONAL SUPPORT CENTER
PROGRAM HIGHLIGHTS 1981-1982

The Western Regional Support Center's (WRSC) role evolved in tandum with evolution of the NTS system. However, despite modifications in target populations, services components, and service delivery mechanisms the WRSC maintained three primary role functions:

- o To provide trainer, training system and development assistance
- o To coordinate the distribution of information and to maximize knowledge and utilization of resources and,
- o To provide creative and state-of-the-art solutions to design and operational problems of drug abuse training systems

The work of the WRSC in 1981-82 essentially repersents the final stage of development in the history of the NTS evolution. It also reflects the increased capability of the individual STSP's, the concurrent emphasis on special populations within the region, the changing character of drug abuse problems, changes in the needs of the drug abuse workforce, and finally, the rapidly changing political and fiscal environment within which all of these elements function.

Summary of Training and Technical Assistance Delivered

WRSC provided a total of 135 days to the States of Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington and Oregon. The service delivery plan which was implemented by the Center, stressed the increased training capacity of the States within the region. This resulted in a consistent emphasis on training assistance as opposed to direct training. Training assistance activities during 1981-82 included:

- o Training Systems development
- o Training Development
- o Design/Modification of Training Materials
- o Prevention Systems Development
- o Credentialing
- o Resource Identification

The policy of New Federalism was reported in the Western region. It was manifested programatically by the increased requests for course modifications to shorten the length of training and thereby reduce the costs to participants and their employers. A second requested modification was for the inclusion of alcohol information in NTS courses; therein reflecting the growing acceptance of a generic substance abuse model and the integration of alcohol and drug treatment systems at the administrative level. Other issues which influenced the Center's Source Strategy included the following:

- o Final training design and delivery should integrate the multiple role functions of the majority of drug abuse workers and avoid the organization of training in narrow role specialties
- o That changing patterns of drug abuse in the region necessitate modification of national courses, the development of supplemental materials, and development of workshops to assure that the training content provided through the Center is contemporary
- o That the high incidence of concurrent or sequential abuse of alcohol and other drugs, and the large number of workers who provide services to both alcohol and drug dependent clients in combined treatment programs, has necessitated the integration of the curriculum and course materials of the National Drug Abuse Center and the National Center for Alcohol Education
- o That there has been a growing trend toward the development of service programs for women, youth, minorities, and other special populations. As these special programs have increased, so has the demand from the States to assist in the development of special population training materials and training programs.
- o That training should be tailored for and with the special mechanisms used for credentialing and/or certifying drug abuse workers by their respective States and to enhance the career mobility of workers through the credentialing processes at the State level.
- o That the problem of staff turnover in drug abuse treatment and prevention programs represents a serious concern NIDA has estimated that the annual turnover rate in the fields is 20 percent. This rate, with the resulting need for training at entry levels, drains trainer resources that would ordinarily be devoted to the development of advanced levels of training for these workers who have remained in the field.
- o That a number of factors have led to the development and the rise of a

more sophistocated workforce; exemplified by the spread of formal academically based alcohol and drug abuse training programs. There are fewer paraprofessionals entering the field and a movement to involve themselves in academic degree programs. This trend has likely emerged as a by-product of workers certification systems, accreditation, third party payment requirements, and an increasingly competitive job market in the health and human services field

- Finally, that the impending termination of many NTS elements and further reductions by Federal and State funding have increased the importance of network development, resource and information sharing, and other service survival activities.

Material Development/Modification

The following is a state by state listing of the courses modified by WRSC, in response to special concerns in content, duration of training and other issues.

- Hawaii (May 5, 7, and 12): The Center undertook an extensive modification of the NTS course, Fundamentals of Program Evaluation, in response to concerns identified by the STSP in relation to state budget reductions. The modified FOPE was delivered May 31 - June 4 by the Center RPC.
- Montana (October 5-7): Center staff responded to a request from the STSP one-day workshop based on Assessment Interviewing for Treatment Planning and the state's intake process was developed and the Group Facilitator Training Package was redesigned to produce a two-day training design.
- Montana (April 21-23): The Center RPC modified and delivered Adolescence: Intervention Strategies, an NTS course which was reduced from five days to three days for this delivery. This event made possible the recertification of the Montana trainer who co-trained the event
- Utah (April 20, 26-30): A modified Training of Trainers was presented for key State trainers at the request of the STSP. This training enhanced the curriculum design, modification, training delivery, logistical, and training evaluation skills of the participants. The event was presented by Ron Gwaltney and Bonnie Holloway. The costs of the second trainer were supported by the National Drug Abuse Center as an RSC TA service

Training Systems Development

Throughout 1981-82, the Center provided a wide range of services aimed at improving client training systems. These activities included:

- Hawaii (June 10-11): While in Hawaii to deliver a modified Fundamentals of Program Evaluation course the Center RPC provided two days consultation and assistance in statewide Substance Abuse Program Planning.
- Montana (April 5-7): The Center Director provided consultation to the STSP and other state staff in five critical areas: trainer resource list, development of a comprehensive curriculum of training courses, educating programs as training consumers, and network development for training services. State SPC TA days were used to support this TA event.
- Utah (May 17-19): Center TA services were utilized to support the participation of a state representative in the NIDA sponsored Family Collaboration Workshop
- Washington (December 1-4): Center TA services were utilized to support the participation of the STSP in the State Manpower Development Program workshop. The workshop, titled Alternative Approaches for SMDP for Local Treatment Programs, was designed to develop consultation and organizational development skills. This event provided the training system of the state with an improved ability to meet program specific needs.
- Regional Capacity Building (January 29, February 16, 19): With the use of pool days the Center was able to facilitate the regional needs assessment, resource identification, and TA planning conducted by NDA. The Center provided coordination, logistical support, postage, and follow-up to NDAC survey efforts with the states in the region, in support of the regional capacity building needs assessment process at the Staff Development Workshop.

Trainer Development

As noted, the goal of the Regional Support Center was to develop training capability within each state. Since the achievement of this goal was dependent upon the development of a cadre of qualified trainers, the

predominance of Center TA services were directed to the development/certification of trainers.

- Alaska (January 8, 15): Center staff member, Ms. Kathy Tyler Ideus delivered Phase II of Justice-Treatment Interface in Anchorage, Alaska. The focus of the event was to develop the capacity within the Alaska training system to deliver this course independently.
- California (June 1-4): A presentation of Training of Trainers (Modified) was delivered at the request of the STSP in order to further develop the State's pool of qualified trainers.
- Guam (February 1-5, 8-12, 15-19): Through the use of unallocated state TA days, the Center was able to provide delivery of three highly needed courses: Assessment Interviewing for Treatment Planning (Phase II and III), Adolescence: Intervention Strategies (Phase I and II), and Justice-Treatment Interface (Phase I and II). These training events significantly increased the training capability of the island of Guam.
- Hawaii (May 31 - June 4): As noted above, the Center conducted a major revision of the Fundamentals of Program Evaluation course which was presented as a Phase I and II delivery to program managers and directors in the State.
- Idaho (December 14-18): At the request of the STSP, the Center provided a Phase III delivery of Training of Trainers. The course was presented by the Center RPC and a co-trainer identified by the State.
- Idaho (April 14-16): The STSP supported the cost of the facility for the Second Centralized Regional Training Event, and allocated a portion of this event, Bill DeWitt, in the presentation of Kaleidoscope (II).
- Montana (October 13, 14): The Center Information and Resource Specialist worked directly with the STSP to review and finalize the modified design of the Assessment and Intake Workshop. As a result the STSP was able to deliver this workshop in November and December. Additional deliveries were planned
- Montana (October 15-16): As noted above, the Center completed modification of the Group Facilitator Training Package to condense the course to a two day presentation. This modified course was delivered by the Center Information and Resource Specialist
- Utah (December 7-11): As noted above, the Center prepared a modified Training of Trainers for delivery December 7-11. The course was cancelled in December, and subsequently delivered in April by Ron Gwaltney and Bonnie Holloway, with the support of NDAC
- Washington (April 26-29): Washington T/TA days were utilized to support the delivery of a Regional TOT for the course Prevention: The Key to Healthy Aging! The trainers and participants in this TOT even included representatives from Alaska, Arizona, Idaho, Nevada, Oregon, Utah, and Washington. The Center RPC played a pivotal role in it's planning, coordination, and delivery
- Wyoming (January 11-15): A phase I/II of Prevention Program Management, originally scheduled for December, was rescheduled and delivered in January by the Center RPC
- Wyoming (April 14-16): State T/TA days were utilized to support the participation of one representative from the State in the Second Centralized Regional Training Event

Resource Identification

The information and resource distribution functions were among the Centers primary responsibilities. The following two examples of State T/TA services describe instances of having provided such resource and information activities.

- Alaska (April 26-29): State TA services were used to support the development of a resource paper on American Indian experiences with networking. Written by Center staff member, Ms. Kathy Ideus, the paper will be incorporated into the Network Strategy Manual being developed by NDAC.
- Washington (December 14-16): At the request of the STSP, the Center Director and Special Populations Coordinator attended the NIDA Communications Project Training Workshop. The Center assisted the American Indian Resource Organization in the identification of meeting space and provided logistical support

Credentialing

Professionalization of the substance abuse workforce and, the issues of credentialing, certification, and academic recognition have

become increasingly important. Service in this area was particularly effective due to the long term involvement of the Center RPC in Washington State certification efforts. Activities in this area supported by State training assistance services included:

- Alaska (May 24-28): The Center supported the provision of consultation by Mr. George Ziener on the integration of an experience portfolio element into the certification application review system
- Oregon (June 1-4): The Oregon STSP authorized the use of State TA service days to support the implementation of the Academic Linkage Workshop held in Seattle, Washington. Workshop participants included representatives from the States of Alabama, Alaska, California, Hawaii, Missouri, Nevada, Oregon, Utah, and Washington
- Washington (September 10-11, October 16, 22, 30): The Center provided a wide range of services to the Washington Certification Task Force, particularly in the development and testing of the knowledge base testing tool.

Training

Although the TA services provided by the Center to the States were primarily training assistance, the direct delivery of training was necessary as well. All but one of the following training events were of a highly specialized nature.

- Arizona (December 3,5): The Arizona STSP requested workshops on Alternative Fund Raising. The Center identified Ms. Carol Araway, a Seattle consultant, to deliver two workshops on December 3rd and 5th, 1981. The workshops covered special marketing approaches for treatment programs in search of funds from foundations and other private sources. On December 5th, Mr. Araway also trained board members in fund raising techniques and in the selection and development of boards for effective fund raising. Invited to attend were behavioral health service providers, program directors, agency board members, and members of client advocacy groups. Arizona and the WRSC shared the cost of this event
- Arizona (April 2): The Center collaborated with Mr. Jim Fausel, STSP, and sponsored a cost shared workshop on Polydrug Abuse and the Mentally Ill. The workshop occurred in Tucson and was part of Arizona's Behavioral Health Conference. The Center supported the participation of Mr. Clarke St. Dennis, due to his extensive expertise in the area of polydrug abuse and mental health problems. This activity enhanced the State's training capacity through identification of treatment resources and training desigh relevant to the prevention and treatment of polydrug abuse among the mentally ill.
- Nevada (September 28 - October 2): The Center responded to a training assistance request from Angela Alaimo, Nevada's STSP, to provide a specialized trainers workshop and curriculum development assistance for five State trainers. The trainers were exposed to advanced material on several training design and delivery topics. They also received direct consultation from Richard Fields, WRSC consultant, in the development of workshops in five need areas: Parenting Skills, fund raising, group facilitation, treatment planning and case management, and domestic violence, neglect issues
- Utah (February 18, 19, 25, 26): The Center cost-shared the delivery of a state-specific Basic Counseling Skills course. This assisted Utah to deliver training in a high priority need area using indigenous trainer resources. The Center also co-sponsored an Advanced Trainers Workshop with NDAC, April 20, 26-30, 1982
- Washington (March 4, 5): The Center co-sponsored a workshop on Polydrug Abuse and Adolescence in Seattle and Yakima. This event focussed on a review of adolescent biological, psychological and sociological development the behavioral expressions common to the acting-out adolescent, current trend in alcohol and drug abuse usage, a review of case studies, and a discussion of treatment approaches. Training was delivered by Mr. Davis Love.

Prevention Systems Development

The Regional Support Center has had responsibility for management of the regional Prevention Coordination function. Its primary functions will be discussed elsewhere in this report, two events will be shared in this section:

- Staff Development Workshop (February 22-26): The California SPC utilized her Prevention TA days to attend the

Staff Development Workshop in Washington, D.C. This allowed the SPC to participate in skills building workshops and to contribute to the STSP Second Regional Planning Meeting which was held in conjunction with the SDW

- Alaska (June 16-18): Through the use of Prevention TA pool days, the Center provided three days of intensive consultation in statewide systematic planning for prevention services.

CENTRAL REGIONAL SUPPORT CENTER
PROGRAM HIGHLIGHTS 1981-1982

The Central Regional Support Center's primary function was to provide training, technical assistance, and information services to State drug abuse agencies and to select special populations throughout the National Institute on Drug Abuse's Central Region. The main thrust of these support services was to facilitate and enhance the development of effective and well-organized training systems indigenous to each State. The States in this region are: Illinois, Indiana, Iowa, Michigan, Minnesota, North Dakota, Ohio, South Dakota, West Virginia and Wisconsin.

Additional training and technical assistance to special populations as designated by NIDA, and the Centers' American Indian Training Initiative, were important service priorities. American Indians, Urban Blacks, rural program workers, the handicapped, the Veterans Administration, and the U.S. Probation Office were selected by NIDA for the provision of special services from CRSC.

The Center also provided services to States in the area of drug abuse prevention and provided information referrals and substance abuse resource materials upon request to local programs as well as to other National Training System components (NTS).

The staff included Barbara Bedford, Director; Ron Cichon, Deputy; Clordean Davis, CRSC Special Populations Coordinator; Mary Corazza, CRSC Regional Prevention Coordinator; Ernest Butler, Information/Resource Specialist.

CRSC was allocated a total of one hundred and twenty service days and seventeen trips to the regions' ten State Training and Support Program offices (STSP's). Three of those States; Indiana, Minnesota, and Ohio were allocated five days and one trip each. The other seven States; Illinois, Iowa, Michigan, North Dakota, South Dakota, West Virginia, and Wisconsin were each allocated fifteen days and two trips. Each of the ten States was also allocated five days and one trip for the delivery of prevention-oriented TA or Training at the request of the State Prevention Coordinator (SPC). In meeting its contractual obligations, the Center provided thirty days of training and ten days of TA at the request and command for approval of the Centers American Indian Advisory Group (AIAG). Trips allocated for this effort included six for resource people and twenty for training participants.

In response to the needs of other special populations, CRSC was to deliver and implement plans with input from the STPS's, approximately thirty days of service and six trips to each of the following groups: Urban Blacks and Rural programs, Substance abuse workers in the Veterans Administration, U.S. Office of Probation, and in programs serving the handicapped. Finally, the Center allocated the equivalent of twenty service days to deliver 3-6 courses at two centralized training events for the benefit of trainers in the region. Nine trips were allocated to this task to allow for travel by participants from the States outside of Illinois.

The following describes the services provided to each of the regions ten States, at the request of the STSPs. Some of the State service events requested by the State Prevention Coordinators are briefly mentioned in this section, not counting the STSP service days.

Illinois:

Clordean Davis, CRSC Special Population Coordinator, delivered the course Women in Treatment, November 9-13, 1981 in Chicago, Illinois. Eight participants received the Phase I training. Maxine Norris, CRSC consultant supervised Women in Treatment II trainers Clordean Davis, Joel Rosenfeld and Kurt Oldenbrook as they delivered the course. All three were recommended as instructors in the course. Illinois was charged five days for the Phase I training and five days for the Phase III Technical Assistance.

Center consultant Topper Davis, Special Populations Representative from Springfield, and CRSC consultant Norma Siebert, co-trained the Counselor Training: Short-Term Client Systems course April 16, 17, 23, 24, and 25. Fourteen participants were recipients of this Phase I training in counseling skills. Illinois was not charged any service days for this event which was part of a rural training initiative.

At the request of STSP Officer Carmen Townsend, Center staff trainer Clordean Davis delivered a three day training workshop May 11-13 on Management By Objectives to six participants from five substance abuse agencies in Illinois and Wisconsin. Ms. Davis developed the workshop to meet the specifications of the STSP in Illinois. Five days were charged for this delivery.

Center Director Barbara Bedford and Prevention Coordinator Mary Corazza provided a

total of eight days of technical assistance in the planning, coordination, and evaluation of the 1982 Illinois Institute on Drug Abuse (IIDA). The Institute was held on the campus of Bradley University in Peoria, Illinois from May 24 to 27.

The Center also provided various levels of support for fifteen resource people to deliver workshops. Seven of those resource people were paid consultant fees. A total of sixteen TA days were charged for the provision of resource people.

In a separate initiative CRSC staff Clordean Davis developed and delivered a two-day training workshop in Time Management on June 3-4 for ten participants from various substance abuse agencies in Chicago. The State was charged four days for this service.

A total of 43 service days were charged to the State of Illinois for the six training and technical assistance events delivered this year.

Indiana:

The Center provided a delivery of the Staff Burn-Out course as a Phase I/III combination for Indiana. The course was delivered August 17-21 in Indianapolis. Center consultant Kirby Edmonds supervised five State trainees, Ross Salisbury, Jackie Johnson, Stan Dekemper, Addison Simpson, and Mike Ferry, in their delivery of the SBO course to 18 Phase I participants. Indiana was charged five TA days for this service, which was that State's entire service allotment for the year.

Iowa:

On September 22-25, the CRSC sponsored two members of a four-person training team which delivered a Women In Management workshop held in Spring Green, Wisconsin. The event was jointly sponsored by the States of Iowa and Wisconsin. The SPC for the State of Wisconsin requested that the Center support one trainer, and the STSP officer for the State of Iowa requested that the Center sponsor the second trainer for the workshop, which was attended by twenty substance abuse participants.

The Center supported Consultant Sam Miller in his delivery of the keynote address and two workshops on Wellness in the Work Place on April 15-16 at Iowa's fifth annual Governor's Conference on Substance Abuse. The State was charged two service days from its STSP allotment plus one day from the SPC service day allotment for Mr. Miller to deliver a TOT on Wellness Strategies for Prevention Practitioners on April 14.

In a separate initiative, Center consultant Carol Wassmuth delivered a Phase I of Basic Group Counseling in Colfax, Iowa. The State was charged three days for this event, which took place April 27-29, 1982.

A total of nine training and technical assistance service days were charged to the State of Iowa for this contract year.

Michigan:

The Center provided consultant, Mary Jacobsen to support Michigan's Interdisciplinary Prevention Council Conference on May 18 and 19 in Traverse City.

No service days were scheduled or charged against the STSP's allotted services for this contract year.

Minnesota:

Two Center staff persons, Ernest W. Butler and Clordean Davis, delivered the Group Facilitation course to the Veterans Administration on January 18-22 in Minnesota. Ralph Beegan, CRSC consultant, supervised the Phase III delivery.

In a separate initiative, the Center planned and coordinated service delivery to Rural populations from Minnesota and Wisconsin. Thirty-seven drug abuse workers participated in a TOT, DIP, and GFTP course held in Eau Claire, Wisconsin April 26-30, 1982.

These two events were not charged to the State of Minnesota, since these activities appear under separate contract headings.

Finally, the State cancelled the Center's planned delivery of a special training event that would have combined a two-day Phase II of an NDAC course with a two to three day generic TOT and showcase of the National Training System. The event had been scheduled for May 17-21 in Minneapolis.

There was no other training or technical assistance scheduled or delivered at the request of Minnesota's STSP.

North Dakota:

On November 15-17, 1981, Center Deputy Director, Ron Cichon provided technical assistance to North Dakota American Indians at the request of Advisory Group member, Emory Keoke. While in North Dakota, Mr. Cichon met with Tom Hedin, Director of North Dakota's Division of Alcoholism and Drug Abuse, to discuss future technical assistance in the area of prevention programming for the State.

At the request of SSA Director Tom Hedin, the Center responded to a locally identified need to deliver the Counselor Training: Short Term Client Systems course to an audience of ten American Indian counselors. The course was delivered on May 3-7, as a Phase I at Fort Yates on the Standing Rock Indian Reservation. CRSC consultant Dana Dupris delivered the course.

Ohio:

On March 16-19, the CRSC sponsored a Phase I/II of the Justice Treatment Interface course for thirty-two participants in Cleveland, Ohio. Center consultants Norbert Phillips and Mary Jane Whitmore co-delivered the course.

South Dakota:

The South Dakota STSP and SPC developed a joint training plan to use their allotted CRSC service days. During the April 26-29, the Center delivered the parenting course, Since You Care, simultaneously at two locations in the State. Center consultants Anna Dixon-Allen and Bev Evans delivered a Phase I/II to eleven participants in Rapid City, while consultant Gary Vermeire delivered a Phase I/II in Brookings to six participants. The State was charged four days from its STSP allotment and four from its SPC allotment.

South Dakota cancelled the planned delivery of the Client Management course by CRSC consultant David Mundy. The course had been scheduled for delivery May 24-27 in Pierre.

West Virginia:

The State of West Virginia received technical assistance in Phase II deliveries of two courses, Counselor Training: Short Term Client Systems (CT: STCS) and Assessment Interviewing for Treatment Planning (AITP). This technical assistance event occurred December 7-11 in Charlestown, West Virginia. The course TOTs were delivered by Center consultant Janice Robertshaw, RPC from the Northeast Regional Support Center. There were seven participants in CT: STCS and five participants in AITP. West Virginia was charged five days for this event. An additional five days was charged for the late cancellation of this same event which had been originally scheduled in October.

On May 11-14, Center consultant Janice Robertshaw delivered a specially modified Group Facilitators Training Package in Charlestown. The modification included combining a Phase I and Phase II, shortening the delivery time to four days, and tailoring it to the expressed needs of the group of trainers recruited for this course.

Wisconsin:

Wisconsin received assistance in the delivery of the Women In Treatment II, Phase II, course by Center consultant Karen Bozeman. The delivery took place October 15-16, 1981, in Chicago. Two participants, Mary Hauser, a Wisconsin trainer, and Center staff member Clordean Davis, attended this TA event. On October 2, 1981, notices were sent out to all STSPs announcing the Phase II and inviting them to inform interested trainers in their respective States of the event.

Wisconsin subsequently received assistance in the delivery of the Women In Treatment II, course by Center consultant, Karen Bozeman. The delivery took place November 9-13, 1981, in Madison, Wisconsin. Nineteen participants received the Phase I training, while one of the co-trainers, Mary Hauser, received a Phase III training.

The Center planned and coordinated service delivery to rural populations in the State of Wisconsin during this quarter. The Group Facilitator Training Package, Drugs In Perspective and Training of Trainers courses were delivered to thirty-one participants on April 26-30, in Eau Claire, Wisconsin. The State was not charged for this event which was part of a rural initiative plan.

SOUTHWEST REGIONAL SUPPORT CENTER
PROGRAM HIGHLIGHTS 1981 - 1982

During its final year the Southwest Regional Support Center (SWRSC) provided 349 days of training and technical assistance. All services, including Training and Technical Assistance (T/TA) were provided to the States in accordance with the theme for the year, which was, Capacity Building and Networking. The thrust for this year was for each region to assist and facilitate its States charge in exploring and establishing intentional strategies and networks to ensure continuing drug and substance abuse training at the local, State and regional levels with a diminished federal presence. Specifically, SWRSC's service functions were:

> "structured to assist each State in the region in the further implementation of its training system and the ultimate development of each State's system capacity. In addition, the Regional Support Center provides drug abuse training assistance to special populations (minorities, criminal justice, elderly, youth, handicapped and rural populations)."

In the following sections are State by State highlights of the service and support functions that the Southwest Regional Support Center provided this year.

Arkansas:

Three Arkansas trainers attended SWRSC's first CRTOT producing Phase I and II trainers in Training of Trainers, Women in Treatment II, and Family Counseling. Phase III was completed when SWRSC training in Family Counseling was presented. State trainers participated in both Training of Trainers (TOT) and Clinical Supervision at the second Central Region Training of Trainers (CRTOT), and attended a one day Employee Assistance Program workshop. The Arkansas State Training Support Programs (STSP) showed increased interest and took preliminary steps in firming up academic linkages by attending the SWRSC Spring workshop which provided TA to the States. The Arkansas Office on Alcohol and Drug Abuse Prevention has implemented a K-6 drug and alcohol curriculum in the school system and furthered its efforts with youth by establishing a Youth Advisory Council which undertook the development, distribution, and analysis of a drug and alcohol needs assessment survey for high school students. Some eighty teachers in grades K, 2, 4 and 6 have been targeted to receive training in this drug education curriculum in 1982. The Mid-South Center received a contract in January of 1982, a contract to develop education/information modules for children and families about drugs and alcohol. The modules will be available statewide in eight locations to anyone wishing to attend, interested or in need of this information or training.

Colorado:

The SWRSC provided funding support under the Discretionary Task for the Phase II and III delivery of the Counseling La Raza course in Denver, October 29-30 and November 4-6, 1981. The course delivery served as the first phase of the Special Populations Discretionary Plan for Mexican-Americans. The Center also supported two Colorado trainers, Dr. Edward Mayo and Ms. Lannie Ward of Denver, in successfully completing Phase III training in Counseling from a Cultural Perspective in Seattle, Washington, April 12-15, 1982.

The SWRSC also coordinated the negotiations with NDAC to support two Colorado representatives to attend the Southwest Region Academic Linkage Workshop April 8-9, 1982 in Metaire, Louisiana. SWRSC also provided four days of technical assistance to the Colorado State Prevention Coordinator, Barbara Meyers, for a four State Prevention Health Promotion Workshop, November 11-13, 1981 in Durango, Colorado.

At the request of Barbara Meyers, STSP, the course Women in Treatment II was delivered in Denver, June 14-17, 1982. Paul della Volpe, Kentucky State Trainer and Bev Evans served as SWRSC consultants and supervised a Phase III delivery for SWRSC Director Sandra Eveloff. Twenty-one participants favorably received the training.

Kansas:

The training unit is now the Training and Management Information System (MIS) Unit. Their emphasis will be on MIS/Evaluation reports on treatment and prevention programs. Because of this restructuring of Kansas' training system, Dr. Lorne Phillips the Single State Agency (SSA) representative; Harvey Hillin the State Training Support Program (STSP) Director, and Cynthia Galyardt, State Prevention Coordinator (SPC) now have wider responsibilities with fewer staff. Thus Kansas decided not to use its allocation of those training days which were allocated to States that needed and requested them.

Kansas continues to aggressively pursue its goal of establishing a statewide prevention network to link community and school-based services. The State has developed a

Model Community Prevention System (MCPS) with a long range goal of an MCPS in each of the Social Rehabilitations Services seventeen management areas. The MCPS assures a multi-modal approach for a cross section of each community. Additionally, Kansas holds an Annual Statewide Prevention Network Conference. Among the highlights in Kansas past year's prevention activities are:

- Development of the Outcomes Evaluation System to measure changes, attitudes, knowledge and behavior
- Developed Kids and Drugs, a pilot training package for counselors
- Developed Creating Community Networks with SWRSC staff: a prevention model on networking
- Delivered a drugs and alcohol workshop in Spanish for a Spanish-speaking monolingual audience with SWRSC assistance
- Assisted in a BACCHUS group presentation to set up a BACCHUS Chapter on how to form a campus alcohol abuse prevention program
- Hosted the Governor's First Conference on Black Parents and Substance Abuse
- Hosted a statewide prevention conference attended by 255 participants, with a youth participants level of approximately 20 percent. Youth participation resulted in the formulation of a statewide chapter and were to establish three new CHANNEL ONE sites
- Hosted Master Trainer-Strengthing Family Relationship Workshop 4/19-23, 1982

Louisiana:

Louisiana's training system is fully developed. It can be described as a multi-component, multi-phased training system. Its highest priority is to teach those who have the least education and training. For this reason their primary thrust is to develop training teams which are capable of delivering the NDAC training packages. They have found that maximum utilization of the clinic system is the most effective and efficient training mechanism to meet the needs of substance abuse workers throughout the State. By utilizing inservice training programs, they have vastly increased relevent knowledge and skills among drug abuse treatment personnel in Louisiana. Southern University in New Orleans, and Tulane University Medical School in New Orleans are two sites used to disseminate university drug abuse training programs.

As of June of 1982, SWRSC has provided Louisiana with an in-state trainer base of 84 Phase II and Phase III trainers able to deliver at least 10 NDAC packages. The State's STSP grant application makes special mention to the effect that these successes would not have been possible without the Southwest Regional Support Center.

Since Louisiana is one of the Southwest States with an in state capacity to deliver most of the NDAC courses, Louisiana's service allocation of SWRSC T/TA days were significantly reduced this year. As a result, only four events were held in the State with the assistance of SWRSC staff.

- Drugs in Perspective, Phase I and II, were convened in Baton Rouge, November 16-20, 1981. The workshop attracted 17 participants primarily representing the staff of the State Hospital where a substance abuse component is being started. Eight of the seventeen participants achieved a Phase II standard in the DIP course
- An Academic Linkage Workshop was held April 8-9, 1982 in Metairie, Louisiana. Louisiana was selected as the host State for the region's Academic Linkage Workshop because of the STSP's successful effort in negotiating credit awards for NDAC courses in selected higher education institutions in the State. Dr. Thomas Lief of Southern University, Baton Rouge, provided an update on academic linkage in Louisiana and provided participants from other States with an overview of the process used by the State and why it was so successful
- A Justice-Treatment Interface, workshop (Phase I) was held April 13-16, 1982 in Houma, Louisiana. Mr. Harvey Klauber, SWRSC consultant, presided, and was well received by fourteen participants who represented the Louisiana Criminal Justice and Treatment Systems
- A Community-Based Prevention Specialist orientation was held April 19-23, 1982 and conducted by SWRSC consultant, Harvey Klauber, Seventeen participants from around the State were provided with an orientation to the roles, responsibilities and functions of a prevention specialist. They were also provided suggestions and strategies for eliciting community support for various prevention programs and activities

Missouri:

The Division of Alcoholism and Drug Abuse is a Division of the Department of Mental Health. The Missouri STSP is staffed by a Project Officer (STSP/SMDP) and is located in the Program Development Section. Jan Carter, Staff Development Officer has been newly appointed to the office. Technical Assistance was provided to help orient her to the NTS System. In particular, TA was directed toward issues surrounding Academic Linkage. Other

technical assistance services provided to the State of Missouri and its clients included:

- Support for an additional participant to attend the SWRSC CRTOT
- Delivery of the NDAC package, Drugs in Perspective
- DIP spinoff of development of a Phase III trainer for further in-state presentations
- Provision of training in "Prevention and Cultural Awareness" at the Missouri Summer Prevention Institute. This training was provided by J.F. Larson, SWRSC Special Populations Coordinator at Warrensburg, Missouri, June 21-23, 1982

Nebraska:

In response to a request from the Nebraska State Prevention Coordinator, SWRSC sent a staff member to provide orientation to prevention for the SPC, SSA staff and grantees in Nebraska. These activities increased the coordination of prevention efforts between the SSA, grantees and available prevention resources and projects. This technical assistance event included an overview of the NIDA prevention system; the availability and means of access to prevention resources and projects; ideas on State prevention training and funding.

In support of the Nebraskas STSP's efforts to develop additional trainers, the SWRSC also delivered a Basic Management Skills I and III. The State SPC co-trained the delivery and achieved Phase II standing during this event. This will now enable Nebraska to deliver BMS training through the use of in-state trainers.

The SWRSC also delivered Assessment Interviewing for Treatment Planning I, II, III in Lincoln, which provided the STSP with additional in-state training delivery capability for this course. Gary Twitchell, consultant, served as lead trainer with Judy Christian presenting Phase III. Fourteen participants favorably received this course, held May 24-27, 1982.

New Mexico:

The New Mexico Substance Abuse Bureau has developed program standards through which STSPs can be provided with well defined needs assessments. The STSP and program managers can now collaborate and identify their needs based on the outcome of site visit evaluations, which can now be compared to these standards.

Significant personnel changes in the STSP and its parent organizations, the Substance Abuse Bureau and Behavioral Health Services Division, occurred during 1981-1982. Susan Funk assumed the New Mexico STSP position in June, 1981 and resigned October, 1981. George Duran was then tagged to fill the STSP position. Paul Minogue was appointed SSA in October, 1981 and Alfredo Garcia appointed Bureau Chief in January, 1982.

The primary emphasis in New Mexico was that of enhancing and strengthening the training foundation for further utilization and growth. Mr. George Duran, STSP, became a certified trainer in both TOT and Family Counseling. TA was provided to Mr. Paul Minogue (SSA) to help orient him to the goals and objectives of NTS.

Mr. Fred S. Mazzie, SWRSC Academic Linkage Specialist, delivered a Phase I and III level presentation of the NDAC course, Basic Management Skills, in June 12-15 in Santa Fe, New Mexico.

Oklahoma:

During the 1981-82 program year, SWRSC focused its energies in continuing the SSA's and STSP's emphasis on the development of trainers, particularly in parenting skills, and on prevention. In support of the STSP's effort to develop a cadre of trainers the SWRSC delivered a Phase I, II and III program of TOT and assisted Oklahoma in developing in-state trainers for the continued delivery of the course. This was conducted with the assistance of SWRSC, which provided a group of potential parenting trainers for the State. Prevention has also been a major emphasis of technical assistance, currently being provided by SWRSC to assist the SPC in the development of minority program proposals.

The SWRSC assisted the Oklahoma STSP in his efforts to further the training capacity for the handicapped by delivering a Phase I and III program of Basic Substance Abuse Counseling for the handicapped.

The implementation of Project Reach Out, a major effort of the STSP and SSA began in the fiscal year of 1980-1981 and continues into the present fiscal year. Project Reach Out is a prevention oriented telethon on GEA Educational TV in Oklahoma City. This 2½ day program generated a record number of phone calls in search of drug information and referrals. The program was repeated in February of 1982.

The current emphasis in training is on courses which help programs to comply with regulations such as those effecting Record-keeping and Confidentiality. Future training emphasis will be on culture specific training.

Texas:

Texas' goal for the fiscal year of 1981-1982 centered on completing their training development. As a result, the SWRSC provided a supervised delivery of Women in Treatment II. The Southwest Regional Support Center also provided academic linkage technical assistance to further the Texas Department of Community Affairs' progress in this area.

SOUTHEAST REGIONAL SUPPORT CENTER
PROGRAM HIGHLIGHTS 1981 - 1982

During the fiscal year of 1982 the amount of resources available to the twelve member States of the Southeast region varied as a result of the specific developmental histories and unique needs. SERSC records of State utilization patterns indicate most STSP's requested trainer development activities.

While a majority of the States employed the standard phasing process, SERSC has greatly facilitated the utilization of this process. This accelerated trainer professionalization with minimal losses due to time or fiscal constraints.

Florida, Virgin Islands and Virginia, combined Phase II and III events to develop trainer skills exemplifying States who developed this strategy.

A review of State utilization patterns of SERSC patterns for the fiscal year of 1982 shows that most STSPs requested trainer development activities. SERSC sponsored thirty eight events, including fourteen Phase III training exercises, nine Phase II training exercises, six Phase I, and nine TA efforts. The highest ranked priority courses in the Southeastern region were Staff Burnout, Training of Trainers, and Prevention Working With Schools. The following sections provide a brief synopsis of the accomplishments of each State for the fiscal year of 1982.

Alabama:

Alabama focused its resources and efforts on the STSP elements of Needs Assessment, Training Design and Delivery, and Evaluation. Its major goals were 1) to maintain the State training system at the fiscal year of 1982 level of service; 2) to develop a cadre of State trainers; 3) to maintain the State's materials library; and 4) to maintain the State's trainer registry. These goals were met through ongoing activities conducted throughout the year. Adequate fiscal support was provided to maintain training efforts, and trainer development continued to have high priority with the result of five additional trainers trained over the 1981-82 period. Finally, the State's materials library and trainer registry were updated, and the State was able to modify three NTS packages, AITP, BMS, and Group Facilitation, bringing their contents into accordance with Alabama statutes. Alabama's Training System continued to be administered by four year incumbent, Mr. George Bretherick, thereby providing continuity. At the year's end Alabama has the capacity to deliver twenty two NTS and State developed courses to various audiences within its boundaries, including, drug, alcohol, mental health workers, parents, school aged youth, and substance abuse professionals and advocates in private profit - nonprofit agencies.

The SERSC provided Alabama with T/TA services related to the following courses:

- o Community - Based Prevention Specialist, Phase III
- o Prevention: Working With Schools, Phase III

As a result of Training and TA provided to Alabama during the fiscal year of 1982, the following benefits were derived:

- o Increased capability in delivering statewide courses: Community - Based Prevention Specialist and Prevention: Working With Schools, Phase III
- o Twenty seven substance abuse workers received services from the SERSC, with twenty five receiving Phase I certification, and two completing Phase III training
- o Two Phase II co-trainers were recommended for Phase IV, one in CBPS and one in PWWS

District of Columbia:

The District of Columbia focused its efforts on the STSP elements of Needs Assessment, Training Design and Delivery, and Evaluation. The vehicle through which this was accomplished was course delivery, Phase II and Phase III trainer development events, and ongoing need assessments of substance abuse service personnel. An impact evaluation instrument for all courses was developed and administered.

Ms. Marthlu Bledsoe is the District's Acting STSP. The District's personnel are qualified to deliver twelve NTS courses. This past year D.C. strengthened and increased its trainers capability in the Staff Burnout and Training of Trainers courses as a result of fifteen days of TA from NDAC.

The District also received SERSC services related to the following courses:

- o Vocational Rehabilitation, Phase I
- o Staff Burnout, Phase II
- o Training of Trainers, Phase II

Thirty D.C. drug and alcohol workers participated in these T/TA sessions provided by the SERSC. Of these participants one was

recommended for Phase IV standing in Staff Burnout, and five were recommended for Phase III standing in Training of Trainers.

Florida:

Florida focused its energies on the STSP elements of Resource Identification, Training Design and Delivery, Priority Establishment, and Evaluation. Its major goals for the fiscal year of 1982 were 1) to provide twenty four-day training events (fourteen general and six prevention); 2) to provide one hundred and twenty days of TA to local programs; 3) to provide stipends to selected participants to support attendance at training events; 4) to develop a cadre of trainers in central Florida; 5) to provide technical assistance and support to parent groups; and 6) to conduct a statewide Prevention Symposium. All six goals were met.

The State of Florida's training system is managed and administered by Mr. Dick Warfel. Florida has subcontracted the training element to FADA, which is managed by Mr. Mark Fontaine. The State has the capability to deliver eighteen NTS courses and four State developed courses. During the current year the State increased its delivery capability in these NDAC course areas:

- Prevention: Working With Schools
- Basic Management Skills
- Group Facilitators Training Package
- Training of Trainers

The following T/TA services were provided by SERSC to the State of Florida during the fiscal year of 1982.

- TA on National Training System orientation
- Training of Trainers, Phase I and II
- Prevention: Working With Schools, Phase I and II
- Basic Management Skills, Phase III
- Group Facilitators Training Package, Phase III

This collaboration resulted in seventy two personnel being the recipients of SERSC services.

Georgia:

The State of Georgia focused its efforts on the STSP elements of Training Design and Delivery, Resource Identification and Credentialing. The major goals of the State Training System were: 1) to administer a needs assessment process and establish priorities; 2) to develop a cadre of training throughout the State; 3) to develop a regional resource sharing center; and 4) to complete the States credentialing process. Mr. Steve Davidson administered the State Training System.

Initially, Georgia had the capability of training sixteen NTS and three State developed courses. During this past year, the State increased its training capability so as to include:

- Training of Trainers (TOT)
- Communication and Parenting Skills (CAPS) and,
- Clinical Supervision (CS)

SERSC provided Georgia with eleven training and technical assistance deliveries:

- TA: NTS Orientation
- TA: Minority Task Force Meeting
- TA: Georgia School of Alcohol and Drug Studies
- Prevention: Working With Schools, Phase I (PWWS)
- TA: Prevention Working With Schools
- TA: Credentialing Task Force
- Communicating and Parenting Skills, Phase I
- Counseling From a Cultural Perspective, Phase I
- Training of Trainers, Phase III
- TA: Criminal Justice

A total of 434 State personnel participated in these T/TA events, with three State trainers receiving Phase IV recommendations in TOT, CS, and PWWS, after successfully completing these State sponsored service deliveries. The TA services provided by the SERSC varied in their scope, including: the provision of resource persons to task forces and planning bodies, credentialing, minority issues and training development.

Kentucky:

The State of Kentucky focused its efforts in the areas of Training Design and Delivery and Credentialing. The State's major goals were: 1) to achieve utilization of training services by system components; 2) to establish an inventory of training services, resources, and technology and, 3) to upgrade services, technology and coordination. The STSP provided services to all components of the Mental Health/Mental Retardation Division. An inventory of resources, trainers, and technology was developed encompassing all activities in the fiscal year of 1982. Mr. Don Blue administered the system.

The State had the capability to deliver twenty NDAC and system courses. In addition, the State modified or developed ten additional State courses. During the past year, the STSP provided over one hundred days of training capability in the Training of Trainers course and the Basic Management Skills course.

The Southeast Regional Support Center delivered the following training and technical assistance:

- o TA: Occupational Program Development
- o Training of Trainers (Regional TOT)
- o Basic Management Skills, Phase III

As a result of these events twenty four State personnel were involved in STSP/SERSC joint efforts and two State trainers were recommended for the Phase IV certification in Basic Management Skills.

Mississippi:

Mississippi focused its efforts in the area of Resource Identification and Training Design and Delivery. The major goals of the State were: 1) to provide training for alcohol, drug, mental health and ancillary service providers; 2) to continue work on minimum standards for training programs; 3) to maintain needs assessment and priority establishment procedures; and 4) to continue negotiations with college and university systems to institute NDAC and NCAE courses. Ms. Evelyn Porter has administered this program for the past five years.

The State was capable of delivering a total of ten NTS courses and two State developed courses. During the current year, the State increased its trainer capability in the Counseling from a Cultural Perspective; Training of Trainers; and the Communication and Parenting Skills in addition to its capability to deliver TA in thirteen areas. SERSC provided Mississippi with two training/technical assistance deliveries:

- o Staff Burnout, Phase I
- o Counseling from a Cultural Perspective, Phase III

A total of twenty six participants benefitted from these training assistance events. Of these ten participants four received Phase I certification, and two participants were recommended for Phase IV certification. The State also increased its capability to deliver CFCP as a result of SERSC's T/TA services.

North Carolina:

North Carolina focused its energies on the STSP elements of Training Design and Delivery and Credentialing. The major goals of the State training system were: 1) to conduct a Psycho-Pharmacological Counseling and Nursing Aspects of Methadone Treatment Workshop; 2) to sponsor a Medical Symposium (Research, New Drugs, and Clinical Resource: Perspective on Treating Drug Dependency); 3) to conduct a marketing skills workshop (How to market prevention, treatment, and intervention Programs); and 5) to conduct a TOT on Prevention: Working With Schools, Phase II. As a result of this event, ten State personnel participated in SERSC provided services. Eight of these participants were recommended for Phase III and two participants for Phase IV certification.

Puerto Rico:

Puerto Rico directed its efforts in the STSP elements of Training Design and Delivery, Evaluation, and Credentialing. The major goals of the State Training System were: 1) to continue training delivery to personnel working in treatment settings; and 2) to provide training to clients receiving treatment. Puerto Rico Department of Addiction Services gave high priority to substance abuse training to agency personnel and to local programs. The Commonwealths Training Institute is managed and administered by Ms. Pilar Penalver.

Puerto Rico has the capability of delivering fifteen NTS courses and a number of State developed modifications. During 1981-82 Puerto Rico increased its trainers capability in the Staff Burnout course. In NIDA's 1980-1981 status documentation Puerto Rico was judged to be one of the stronger States in the region. During the fiscal year of 1982 Puerto Rico received training assistance in:

- o Staff Burnout, Phase III

Ten island personnel were recipients of the service provided by SERSC. All received Phase I certification; three were recommended for a Phase II experience, and a Phase III co-trainer was recommended for Phase IV certification.

South Carolina:

South Carolina directed its energies to the STSP elements of Credentialing, Resource Identification, Needs Assessment, Priority Establishment, and Training Design and Delivery. The major goals of the State were: 1) to develop an interagency consortium to address training needs of human service workers on a statewide basis; 2) to facilitate the development of a certification system based on competency; 3) to coordinate a southeast regional conference on credentialing with reciprocity and networking as major objectives; 4) to develop a primary health care training package, strategy for delivery, and implementation; and 5) to develop resources in academic settings for training services. All of these goals were achieved.

Ms. Judy Ripley heads a four member STSP training staff. The State has the capability to deliver twenty NTS courses, all have been modified to address State specific issues and concerns. Additionally the State can deliver

eight State developed courses, and can provide Technical Assistance in fourteen specific areas.

South Carolina was designated as one of the stronger States in the region. It requested and received an Academic Linkage Workshop, as T/TA.

Tennessee:

The State of Tennessee concentrated its efforts in the areas of Priority Establishment, Resource Identification, and Training Design and Delivery. The major goal for the State was to plan and develop a long-term training system to meet the human resource and training needs of alcohol and drug programs within the State.

Ms. Robbie Jackman headed the STSP program and she was assisted by six Regional Training Coordinators who were employed by Regional programs. This collaborative effort between local programs and the State produced a sophisticated Training Network.

Tennessee increased its training capability in two NDAC courses utilizing both SERSC and State resources. The State now has the capability to deliver eight NDAC courses, and received ten days of assistance from NDAC to enhance its training system. The following T/TA events were delivered by the SERSC.

- o TA on EAP Programming
- o Adolescence: Intervention Strategies, Phase I
- o Adolescence: Intervention Strategies, Phase II
- o Staff Burnout, Phase III

As a result of these events, forty one State participants were able to take advantage of the service provided by the SERSC to Tennessee. Thirty three participants received Phase I certification, seven received Phase II certification and one received Phase IV certification. The State increased its capability to deliver Staff Burnout as a result of SERSC T/TA services.

Virgin Islands:

The U.S. Virgin Islands directed its attention on the STSP elements of Needs Assessment, Priority Establishment, Training Design and Delivery, and Evaluation. The major goals for the Islands training system were: 1) to provide an NTS orientation for the new STSP; 2) to conduct the Island's needs assessments; 3) to set priority training; and 4) to develop an inservice educational program for divisional paraprofessionals. All of these goals were met.

As a result of the needs assessment effort three areas were established as having highest priority; 1) individual counseling skills; 2) treatment planning and case management; and 3) group counseling.

Mr. Kim Frahn was manager and administrator of the Virgin Islands training system. The V.I. had the capability to deliver eight NTS courses and provide technical assistance in seven specific areas. The following training/technical assistance services were provided by the SERSC:

- o Training of Trainers, Phase I, II, and III
- o Group Facilitators Training Package, Phase II

Sixty four Virgin Islands drug, alcohol and mental health workers participated in the T/TA. Four of these participants completed Phase III training in the TOT course and were recommended for Phase IV standing. Two other participants completed Phase III training in the Group Facilitators Training Package course and were recommended for Phase IV standing.

Virginia:

Virginia directed its attention to the STSP elements of: Needs Assessment, Resource Identification, and Evaluation during the fiscal year of 1982. The major goals of the State were: 1) to increase the number of trainers available for in-state training; 2) to increase the utilization of in-state resources (hospital and other agency personnel); 3) to negotiate with State credentialing authorities on approving a mechanism to apply training course contact hours toward alcohol and drug counselor certification; 4) to develop a training recordkeeping system; and 5) to acquire automated recordkeeping capability. All of these goals were achieved.

Mr. Ken Howard administered and managed the State Training System. Virginia had the capability to deliver seventeen NTS courses and five State developed courses. Virginia increased its trainer capability enabling it to offer the Staff Burnout course as well as provide TA in nine areas.

Virginia was designated one of the stronger States in the region. Thus Virginia received only the Staff Burnout, Phase III training. Fourteen State personnel received Phase I certification. Ten participants were recommended for a Phase II experience, and the three Phase II co-trainers were recommended for Phase IV standing.

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